
2025 ANNUAL REPORT

**CHICAGO IS A
LEADER
IN WORKER
PROTECTIONS.**

- ☒ Anti-Retaliation
- ☒ Domestic Worker Contract Requirements
- ☒ Fair Workweek
- ☒ Minimum Wage
- ☒ Paid Leave and Paid Sick Leave
- ☒ Wage Theft

Chicago.gov/LaborStandards

Letter from the Mayor



Dear Chicagoans,

The City of Chicago continues to be the most pro-worker city in America. In collaboration with the Chicago City Council and workers' advocates, my administration continues to cement the monumental gains that we have achieved over my first two years in office. The hard work detailed in this report serves as a testament to my administration's commitment to ensuring that all workers are treated with dignity, respect and fairness.

The reporting period contained within this report saw two significant pieces of legislation come online. First, the City of Chicago began the phase out of the sub-minimum wage for tipped workers on July 1, 2024. This ordinance ensures that

tipped workers, such as restaurant servers, bartenders, bussers and runners, are on-par with City's full minimum wage by July 1, 2028. The minimum wage for tipped workers will increase to \$12.62 on July 1, 2025, placing this subset of workers on a path to improve their economic standing and infusing our local economy with additional spending power.

July 1, 2024, also marked the commencement of Chicago's Paid Leave and Paid Sick and Safe Leave Ordinance. This ordinance doubles guaranteed paid time off for an estimated 1.4 million workers in the City of Chicago and is the most progressive legislation at the municipal level in the United States of America. The ordinance provides a fundamental right to time off and guarantees 10 days of paid time off, so that workers may take care of their families and themselves. The economy and spirit of our city are strengthened via this legislation.

Serving and representing our workers and working families every day as Mayor continues to be an honor. I am humbled by the fact that my administration continues to embody Chicago's value of uplifting working people. We continue to address economic inequities and together we are creating a better economic future that works for all our citizens.

Sincerely,
Mayor Brandon Johnson

Letter from the Commissioner



Dear Chicagoans,

The City of Chicago has taken significant steps to strengthen worker protections under the Mayor Brandon Johnson administration. The measures aim to create an equitable and supportive work environment for all workers in Chicago. The dedication and talent of the city's workers drive economic growth and spark innovation. When we uplift our workers, we lay the foundation for a stronger and inclusive future for all.

The last year marked significant milestones for Chicago's labor force. The minimum wage increased, an ongoing critical step towards ensuring greater financial security for our city's working families. Over the past year, we celebrated many victories for Chicago's workers. Additionally, we rolled out the implementation of the Paid Leave and Paid Sick and Safe Leave Ordinance and implemented the annual scheduled enhancement of the Fair Workweek Ordinance compensation requirements. When we place worker protections first, we send a powerful message: justice and equity belong at the center of every workplace.

The Chicago Office of Labor Standards (OLS), housed in the Chicago Department of Business Affairs and Consumer Protection (BACP), has been diligently working to enforce Chicago's landmark labor laws. Through enhanced outreach and engagement, the OLS has been able to work with businesses and workers to ensure information is accessible.

A thriving business ecosystem is fundamental to the economic health and social well-being of our city. Through collaboration, we can ensure that workers are recognized, safeguarded and given the tools to succeed.

Sincerely,
Ivan J. Capifali, BACP Commissioner

Letter from the Director



Dear Chicagoans,

Labor laws are vital to preserve equity and dignity in the workplace. These protections form the backbone of workers' well-being and community trust. In Chicago, the Office of Labor Standards (OLS) is tasked with overseeing Chicago's landmark labor laws through engagement, education and enforcement.

I am immensely proud of the accomplishments of the OLS under Mayor Brandon Johnson's administration. The implementation of both the One Fair Wage and Paid Leave and Paid Sick and Safe Leave Ordinances are landmark achievements that ensure that workers can meet their basic needs, while also promoting economic growth and reducing poverty. At the heart of every decision made by the OLS is a steadfast commitment to the well-being of workers.

Empowering workers with knowledge of their rights is essential to building fair and just workplaces. It's critical that every worker understands their protections under Chicago's labor laws and that they feel confident exercising those rights. The OLS is committed to ensuring that information about worker protections is accessible, and that strong, user-friendly processes exist for reporting violations.

Every employee of the OLS remains dedicated to advancing policies that uphold and expand worker protections, fostering a city and economic environment where all can thrive.

Sincerely,
Miguel Campos, Director of the Office of Labor Standards

Mayor Brandon Johnson's Administration Policy Framework and Pillars

Mayor Brandon Johnson's administration is working to make Chicago the safest, most affordable big city in the nation. Together we are working to ensure all Chicagoans have access to the tools and resources they need to thrive in a better, stronger and safer Chicago. The Johnson Administration focuses on four policy pillars:

- Community Safety
- Affordable Housing and Homelessness Support
- Mental Health and Wellness;
- Youth & the Economy

This framework provides the administration with the tools to address and reform longstanding systemic inequities. Significant gaps persist in access to workplace benefits, disproportionately affecting younger and lower-wage workers who are frequently denied the support necessary for stability and growth.

Background:

- National data collected and published by the U.S. Bureau of Labor Statistics shows:
 - 60.2 % of young workers (16 to 24 years old) participated in the labor force in July of 2023
 - Young workers disproportionately work in low-wage jobs, especially in the hospitality and retail industries. In 2023, 43% of workers in the U.S. aged 16-24 worked in leisure, hospitality, and retail.
 - Among the 25% of workers with the lowest wages, only 58% have access to paid time off; furthermore only 39% of the bottom 10% of workers with the lowest wages have access to paid time off.
 - Full-time workers are more likely to have access to paid time off when compared to part-time workers (87% to 55%)
- Workplace policies such as paid family and medical leave, as well as paid sick leave, play a vital role in helping young people enter and remain connected to the workforce. Many young workers are also caregivers, whether for children, siblings, or other family members. Fair and supportive workplace policies that enable them to balance these

responsibilities with their jobs make the workforce more accessible and inclusive, ultimately advancing family economic security.

- In the absence of paid sick leave, workers frequently face untenable decisions—whether to attend work while ill, send an unwell child to school, or risk job loss and financial instability. These choices undermine both public health and economic security

In a generational win for Chicago's workforce, Mayor Johnson passed the [Chicago Paid Leave and Paid Sick and Safe Leave Ordinance](#) and spearheaded the [One Fair Wage Ordinance](#) to abolish the subminimum wage over the next five years. Chicago is the largest U.S. city to independently phase out the sub-minimum wage.

The following report provides a comprehensive look at the actions taken by the Office of Labor Standards in support of the administration's Policy Framework and Pillars.



OFFICE OF THE MAYOR
CITY OF CHICAGO

BRANDON JOHNSON
MAYOR

PROCLAMATION

WHEREAS, Chicago is a city made great by its hardworking, dedicated, innovative, and creative workforce; and

WHEREAS, Chicago's labor organizations have long been at the forefront of advancing, advocating for, and protecting worker rights; and

WHEREAS, as our workforce continues to grow and reach new ages and people from different backgrounds, it is important that we advance workplace equity, protect workers from unsafe working conditions and unfair practices, and ensure the right for all workers to organize without the threat of retaliation or violence; and

WHEREAS, in addition, Chicago is working to advance workforce equity for low-income workers and historically disadvantaged communities that often face lack of job growth, economic opportunities, and unfair work practices; and

WHEREAS, to better ensure worker's rights in Chicago, the first Deputy Mayor for Labor Relations was appointed in 2023 to better focus on the needs and challenges of our workforce, collaborate with union leaders, and serve as a link between the workforce and city government; and

WHEREAS, on July 1, 2024, Chicago's Paid Leave and Paid Sick Leave Ordinance, One Fair Wage, the Fair Workweek Ordinance, and the new minimum wage will go into effect across our city; and

WHEREAS, these new ordinances and wages will continue to ensure the rights of workers, provide a healthier work life balance, and ensure that every Chicago worker is respected, valued, and treated with dignity;

NOW, THEREFORE, I, BRANDON JOHNSON, MAYOR OF THE CITY OF CHICAGO, do hereby proclaim June 24-28, 2024 to be CHICAGO WORKERS RIGHTS WEEK IN CHICAGO and encourage all residents to come together to support, celebrate, and advocate for the rights of our workers.

Dated this 24th day of June, 2024.



Mayor

Office of Labor Standards 2025 Annual Report

This Annual Report to the City Council is furnished to the City Council Committee on Workforce Development pursuant to Section 2-25-200(g) of the Municipal Code of Chicago.

This Report captures the achievements, milestones, and challenges experienced by the Office of Labor Standards (“the Office”) over the past reporting year. This Report reflects the Office’s ongoing commitment to fulfill its strategic objectives, which are to serve workers in the City of Chicago via providing outreach and enforcement of Chicago’s Labor Laws.

The reporting period saw several worker protections come into effect. The Paid Leave and Paid Sick and Safe Leave Ordinance essentially doubled the amount of paid time-off that most workers in Chicago are eligible to receive. The city began a five-year phaseout of the tipped-wage credit. The reporting period also saw the schedule enhancement of established protections: the minimum wage increased to \$16.20 for all standard employers via the elimination of an employer-size differentiation, the compensation metrics for the city’s Fair Workweek Ordinance were updated, the minimum wage for Youth and Subsidized Transitional Employment Programs increased to \$15, and in collaboration with the Mayor’s Office for People with Disabilities the Office eliminated the subminimum wage under the U.S. Department of Labor 14(c) waiver in the City of Chicago.

The Office expanded its outreach capabilities during the reporting period, the number of languages under which educational material is published doubled to twelve, and stakeholder engagements increased in response to changes being made by a new federal administration.

Annual Report to City Council

The Annual Report requirement was codified by the City Council through the leadership of the Workforce Development Committee. This report presents information from June 1, 2024, through May 31, 2025 (the reporting period).

Activities Undertaken During the Reporting Period

Over the past year, the Office has focused on protecting workers, adapting to evolving business models and addressing the unique pressures facing workers and employers across Chicago. It has implemented new worker protections, built stronger relationships with worker communities and held employers accountable.

During the reporting period, the Office has:

- Further established itself as the City's leading agency for worker protection and labor enforcement;
- Continued investigating and enforcing Chicago's labor protections; and
- Informed policy development and collaborated on new and upcoming landmark legislation.



Leading Agency on Labor Matters



2025 marks the sixth year since the establishment of the Office, yet enforcing labor protections continues to present unique challenges. Prioritizing outreach to frontline, essential and vulnerable workers remains central to the mission of the Office. During the reporting period, the Office continued to educate workers about their rights, respond to worker complaints and conduct thorough investigations. The Office made updates to its website ([Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards)) by adding an Educational Resources page and a Chicago Labor Laws Marketing and Communications Toolkit. The Office created never-before-published Fact Sheets for all Ordinances under its purview, and expanded its webinar recording schedule to ensure all webinars are available in English and Spanish.

Building on lessons from prior years, the Office continues to streamline case closure procedures to help workers more efficiently access Chicago's transparent and user-friendly labor protections.

Over the past year, the Office has:

- Expanded its capacity to better protect workers;
- Deepened public outreach to strengthen community partnerships, informed public policy, and stayed abreast of developments in the labor field;
- Introduced new educational and outreach material to inform and engage key stakeholders; and
- Processed and responded to worker complaints submitted through the City's 311 system.

Growing the Office

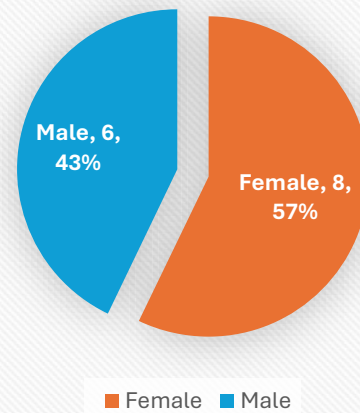
As of May 31, 2025, the Office has a total of fourteen (14) staff members. This total includes eleven positions dedicated to the investigative process.

The reporting period saw the integration of the Office's first ever Program Analysts and Supervisors of Labor Standard Investigators. The addition of new staff has enhanced the Office's ability to engage with workers and effectively investigate labor complaints.

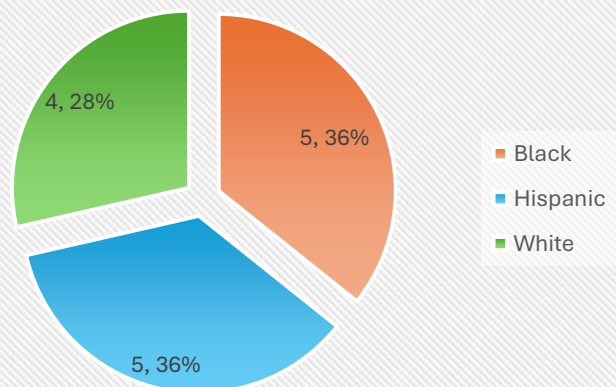
A commitment to diversity continues to shape the Office's approach to growth, engagement and service delivery. Eight staff members are female, and six staff members are male. Five staff members identify as Latinx, five staff members identify as Black, and four staff members identify as Caucasian. Five staff members are bilingual, fluent in Spanish.

All staff members bring firsthand experience as former frontline workers—including roles in grocery stores and food service—complemented by backgrounds in academia, investigations, law enforcement, legal work and union organizing. This diversity of experience, skills and perspectives has strengthened the Office's ability to connect with workers, build community trust and advance Chicago's worker protections.

GENDER BREAKDOWN OF OLS STAFF



RACIAL BREAKDOWN OF OLS STAFF



Deepen Public Outreach

Since its inception, the Office has served as a leading resource for workers and businesses seeking information about labor protections in Chicago. Through targeted outreach, it has helped educate workers about their rights, discouraged violations by employers and ensured the Office remains informed about evolving workplace conditions and industry practices.

Outreach efforts have included participation in community events and direct response to individual inquiries. During the reporting period, the Office leveraged traditional media, social media, live webinars, in-person presentations, and partnerships with various professional organizations to broaden awareness of the labor protections it oversees.

Through ongoing collaboration with the Mayor's Office, sister City Departments, state and federal partners, and worker centers, the Office regularly convened to discuss issues affecting workers and to develop strategies for addressing emerging challenges.

Collaborators and Partners

AFSCME	Alliance of Filipinos for Immigrants Rights & Enforcement	American Business Immigration Coalition	ARISE-Chicago	Chicago Chinatown Chamber of Commerce
Chicago-Department of Cultural Affairs and Special Events	Chicago-Department of Family and Support Services	Chicago-Department of Finance	Chicago-Department of Human Resources	Chicago-Department of Law
Chicago-Department of Technology and Innovation	Chicago-Office of Budget Management	Chicago Abortion Fund	Chicago Federation of Labor	Hand in Hand: The Domestic Employers Network
Illinois Attorney General's Office	Illinois Department of Labor	Illinois Domestic Workers Coalition	Illinois Health and Hospital Association	Illinois Hispanic Chamber of Commerce
Illinois Hotel and Lodging Association	Illinois Restaurant Association	Illinois Retail Merchants Associations	Independent Driver's Guild	Little Village Chamber of Commerce
Michael Reese Health Trust	National Domestic Workers Alliance	Mayor's Office for People with Disabilities	Mayor's Office for Immigrant, Migrant and Refugee Rights	New York University-Wagner Labor Initiative
Northwestern University-Workplace Justice Lab	The People's Lobby	Pilsen Chamber of Commerce	Public Rights Project	Raise the Floor Alliance
The Resurrection Project	The Romero Center	Rutgers University-School of Management and Labor Relations	SEIU-HCII	Shriver Center on Poverty Law
University of Chicago-Booth Business School	University of Chicago-Inclusive Economy Lab	U.S. Department of Labor-Wage and Hour Division	Warehouse Workers for Justice	Women Employed
And many others....				

Tailored Education for the General Public

The Office hosted eighteen educational webinars, officially hosted by the City and open to the public, reaching 1,000 live attendees. These webinars have been viewed thousands of times via BACP's YouTube channel (www.YouTube.com/ChicagoBACP). Additionally, the Office's website remains a key source of information on labor standards and worker protections, receiving over 40,000 views since its launch in the summer of 2021. During the reporting period, the Office also conducted fifteen educational outreach events for individual organizations; these sessions were invitation-only and not open to the general public.

<u>Date</u>	<u>Topic</u>
6/11/2024	Overview of Chicago's Minimum Wage Increase and Tipped Wage Credit phaseout
6/13/2024	Aumento del salario mínimo en Chicago y eliminación progresiva del crédito salarial por propinas
9/3/2024	Overview of Paid Leave and Paid Sick and Safe Leave Ordinance and Education Materials
9/3/2024	Visión general de la Ordenanza de Tiempo Libre Pagado y Tiempo Pagado por Enfermedad y Seguridad y materiales educativos
9/17/2024	Overview of Chicago Fair Workweek Ordinance
9/17/2024	Visión general de la Ordenanza de la Semana Laboral Justa de Chicago
10/15/2024	Chicago Wage Theft Ordinance
10/15/2024	Ordenanza de Robo de Sueldo de Chicago
11/5/2024	Chicago Minimum Wage Ordinance
11/7/2024	Ordenanza de Salario Mínimo de Chicago
2/11/2025	Rules for Chicago's Paid Leave and Paid Sick and Safe Leave Ordinance
2/13/2025	Reglas de la Ordenanza de Tiempo Libre Pagado y Tiempo Pagado de Enfermedad y Seguridad de Chicago
3/11/2025	Labor protections for Youth Employment
3/13/2025	Protecciones laborales para el empleo juvenil
4/8/2025	Rules for Chicago's Minimum Wage Ordinance
4/10/2025	Reglas de la Ordenanza de Salario Mínimo de Chicago
5/20/2025	Labor Protections for Domestic Workers
5/22/2025	Protecciones laborales para los Trabajadores Domésticos (trabajo de hogar)

Tailored Education with Governmental Partners

The Office collaborated with the Chicago Department of Cultural Affairs and Special Events (DCASE) to host four webinars in July of 2024 as part of the “Art is Labor” campaign; the City’s first-ever creative workers campaign which reflects the diversity of the creative sector. The campaign informs workers about their rights, which is crucial for empowering workers, promoting fairness and equity, and creating a culture of compliance.

<u>Date</u>	<u>Topic</u>
7/9/2024	Employers of Creative Workers-Know Applicable Labor Laws
7/16/2024	Creative Workers: Know Your Rights
7/23/2024	Empresarios de trabajadores creativos: conozcan la legislación laboral aplicable
7/30/2024	Trabajadores creativos: Conozca sus derechos

In addition to the work with DCASE, the Office partnered with the Mayor’s Office of Immigrant Migrant and Refugee Rights to host thirteen “Know Your Rights” events specifically geared toward immigrant residents.

<u>Date</u>	<u>Topic</u>
1/14/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
1/14/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
1/16/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
1/18/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
1/29/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
1/31/2025	City of Chicago-25th Ward Business Luncheon
2/3/2025	City of Chicago-Business KYR
2/10/2025	KYR for Business-Pilsen Chamber of Commerce and Little Village Chamber of Commerce
2/13/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
2/18/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
2/20/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
2/25/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos
4/12/2025	Know your Rights and Resources/Conozca sus Derechos Y Recursos

Tailored Education for Business Partners

The Office hosted educational webinars with the following stakeholders to review existing worker protections: Illinois Hispanic Chamber of Commerce, Department of Planning and Development-Corridor Ambassador Leadership, Fulton Market Association, Chicago Police District 9th District Licensees, and the Chicago Department of Aviation Job Fair.

The Office answered 331 unique inquiries into the Paid Leave and Paid Sick and Safe Leave Ordinance during the reporting period.

Co-governance with Worker Advocates

The Office renewed a \$100k grant with ARISE Chicago to support outreach and educational activities, with a focus on reaching underserved communities and vulnerable workers. As part of this partnership the Office also hosted educational webinars via Facebook Live specifically for Spanish-speaking members of ARISE Chicago.

New Educational Outreach Material

The reporting period saw the Office double the number of languages under which educational material is published, from 6 to 12 by adding Hindi, Nepali, Thai, Ukrainian, Urdu and Vietnamese to English, Korean, Mandarin, Polish, Spanish and Tagalog.

The Office created never-before-published Fact Sheets for all Ordinances under its purview (Domestic Worker Contract Requirements, Fair Workweek, Minimum Wage, Paid Leave and Paid Sick and Safe Leave, Tipped-Wage Credit Phaseout and Wage Theft). In addition, with regards to the Paid Leave and Paid Sick and Safe Leave Ordinance, the Office developed Employer Model Policies, Employer Checklists, and a Cross Jurisdictional Comparison Chart (comparison to the Cook County Paid Leave Ordinance and the State of Illinois Paid Leave for All Workers Act).

In partnership with DCASE the Office launched the [“Art is Labor Campaign,”](#) the City’s first-ever creative workers’ campaign. The campaign informed workers about their rights in order to empower workers, promote fairness and equity, and create a culture of compliance within employers of creative workers.

The Office introduced new sections to the OLS website:

- Educational Resources (containing the Model Policies, Fact Sheets and Resources mentioned above);
- A direct link to the “Art is Labor” campaign; and
- Chicago Labor Laws Marketing and Communications Toolkit

★ PUBLIC NOTICES ★

Chicago Labor Laws Public Notices, official informational posters, must be displayed in a conspicuous place at the place of employment and provided with each Covered Employee's first paycheck. Retaliation for filing a complaint with Office of Labor Standards is prohibited.

[View and download the current Chicago Labor Law Public Notices](#)

★ CHICAGO LABOR LAWS EDUCATIONAL RESOURCES ★

The Office of Labor Standards has put together law-specific educational resources.

Model Policies, Fact Sheets and Resources

“Art is Labor” Creative Worker Campaign

★ CHICAGO LABOR LAW WEBINARS ★

Sample Educational Resources

CHICAGO OFFICE OF LABOR STANDARDS

PAID LEAVE AND PAID SICK LEAVE


JURISDICTION COMPARISON CHART

	City of Chicago Paid Leave for All Workers Ordinance	Cook County Paid Leave Ordinance	State of Illinois Paid Leave for All Workers Act (PLAWA)
Effective Date	12/31/22 (Implementation date 4/1/23)	12/31/22 (Implementation date 12/31/22)	01/01/24
Where does it apply?	The geographical boundaries of the City of Chicago.	All municipalities within Cook County, except Chicago, or municipalities that have opted into it. PLAWA or have an equivalent ordinance.	Entire State of Illinois. Some jurisdictions (e.g., Cook County, City of Chicago) may have their own laws.
Who is covered?	Most employees who perform their work duties in Chicago and works at least 80 hours within any 120-day period (this includes domestic workers, full-time & part-time workers, and remote workers working in Chicago).	Employees who work for an employer in Cook County, and/or the employer has a place of business in Cook County (this includes domestic workers).	Individuals who perform work in Illinois for an employer that does business in Illinois.
For what reason can I use leave?	Paid Leave for any reason (including vacation, illness, and emergencies). Paid Sick Leave for illness, injury, family illness, victim of domestic violence, victim of sex offense or trafficking, business closure for public health emergency, family care, etc.	For any reason (including vacation, illness, and emergencies).	For any reason (including vacation, illness, and emergencies).

CONTINUED ON NEXT PAGE

Office of Labor Standards
2000 W. Ogden Avenue, 2nd Floor
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Chicago.gov/aboutstandards

Contact:
lsc@laborstandards.org
312.744.2211
Scan QR Code to find info for each Labor Law.



CHICAGO OFFICE OF LABOR STANDARDS

	City of Chicago	Cook County	State of Illinois
When can I start using my leave?	Paid Leave 4/01/24 or 90 days after starting employment, whichever date is later. Paid Sick Leave 4/01/24 or 30 days after starting employment, whichever date is later.	12/31/23 or 90 days after starting employment, whichever date is later.	01/01/24 or 90 days after starting employment, whichever date is later.
How do I earn leave?	NOTE: Employees may front-load leave at the beginning of the year rather than use accrual. Paid Leave Employees may set up a minimum increment of use of no more than 2 hours. Paid Sick Leave Employees may set up a minimum increment of use of no more than 2 hours.	Employees may set up a minimum increment of use of no more than 2 hours.	Employees may set up a minimum increment of use of no more than 2 hours.
Can I carryover unused leave?	Paid Leave Yes, may carry over up to 16 hours of unused Paid Leave (except where front-loaded provided on a pro rata basis). Paid Sick Leave Yes, may carry over up to 80 hours of unused Paid Sick Leave.	Yes. Employees may carry over up to 40 hours of unused Paid Leave (except where front-loaded provided on a pro rata basis).	Yes. Any unused Paid Leave can be carried over (except where front-loaded provided on a pro rata basis).
Do I have the individual option to bank Paid Leave?	Yes. Effective 12/31/23 for Paid Sick Leave, and 07/01/25 for Paid Leave.	Yes.	No.
Who enforces the law?	Chicago Office of Labor Standards	Cook County Commission on Human Rights	Illinois Department of Labor
Complaint filing period.	Within 3 years of the alleged violation.	Within 3 years of the alleged violation.	Within 3 years of the alleged violation.

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CHICAGO OFFICE OF LABOR STANDARDS

PAID LEAVE AND PAID SICK LEAVE

EMPLOYER CHECKLISTS

These checklists suggest compliance with the City of Chicago Paid Leave and Paid Sick and Safe Leave Ordinance; it is not all inclusive. These checklists are **NOT** LEGAL ADVICE.

NOTICE REQUIREMENT

- Post in a conspicuous place in the business.
- Provide to new employees prior to their date of start date.
- Provide an updated copy of the Notice to Covered Employees every July 1st.
- Do not use a Notice in a language other than English?

PAID LEAVE AND PAID SICK LEAVE CALCULATION METHOD

- Paid Leave Accrual
- Paid Leave Frontloading
- Paid Sick Leave Accrual
- Paid Sick Leave Frontloading
- Unlimited PTO

PAID LEAVE AND PAID SICK LEAVE POLICY

- Policy provided in writing
- Define Benefit Year
- Calculate use method(s) and who they apply to
- Rate of accrual or hours being frontloaded
- Accrual requirements (how it accrues)
- Unlimited conditions
- Available in the Covered Employee's main language

RECORD KEEPING REQUIREMENTS

- Covered Employee written information (mailing address, phone number, e-mail)
- Job title and termination date if applicable
- Job classification (full-time, part-time, seasonal) and title(s)
- Hours worked
- Rate of day
- Paid Leave and Paid Sick Leave hours earned and used
- Records by a Covered Employee to use Paid Leave and/or Paid Sick Leave
- Remaining Paid Leave and/or Paid Sick Leave balances

WRITTEN NOTIFICATION OF AVAILABLE LEAVE (BOTH PL and PSL)

- Accrual Leave since the last notification
- Accrual Leave since the last notification
- Available Leave to be used

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CHICAGO OFFICE OF LABOR STANDARDS

MINIMUM WAGE

Chicago's Minimum Wage Ordinance sets the minimum wage for employees working within the geographical boundaries of the City. The minimum wage will increase every year on July 1st and has been adjusted for inflation since reaching \$15.00 in July 2022.

MINIMUM WAGE			
	Standard Employee & non-exempt	Health Workers	Registered Nurses
Min Wage	\$15.00	\$15.00	\$15.00
Over-time Min Wage	\$22.50	\$22.50	\$22.50

CHICAGO'S TIPPED WAGE CREDIT

Beginning July 1, 2024, Chicago will commence a 5-year phase out of its tipped wage credit. The tipped wage credit is 40% of the full Chicago minimum wage until June 30, 2024. If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.

Tipped Wage Credit Phaseout

- July 1, 2024, the tipped wage credit will be reduced to 32% of the Chicago Minimum Wage
- July 1, 2025, the tipped wage credit will be reduced to 24% of the Chicago Minimum Wage
- July 1, 2026, the tipped wage credit will be reduced to 16% of the Chicago Minimum Wage
- July 1, 2027, the tipped wage credit will be reduced to 8% of the Chicago Minimum Wage
- July 1, 2028, no tip wage credit will exist; tipped workers will make the full Chicago Minimum Wage.

WHO IS COVERED?

Chicago's Minimum Wage Ordinance applies to all employees who perform their work duties in Chicago and works at least 80 hours within any 120-day period (this includes domestic workers, full-time & part-time workers, and remote workers working in Chicago).

ANTI-RETALIATION


It is unlawful for any employer to discriminate or retaliate against any individual who has exercised any right under Chicago's Labor Laws. This includes any individual who has filed a complaint or is participating in an investigation or proceeding under the Act, or who has sought or is seeking legal assistance.

WHAT WE DO

- Investigate complaints
- Provide outreach and education to employers
- Provide outreach and education to employees
- Enforce the law
- Monitor the law

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CHICAGO OFFICE OF LABOR STANDARDS

MINIMUM WAGE

DEFINITIONS


- COVERED EMPLOYEE**—an employee, who, in any two-week period, performs at least two (2) hours of work for an Employer while physically present within the geographic boundaries of the City.
- EMPLOYER**—any individual who employs at least one Employee.

CHICAGO MINIMUM WAGE HISTORY

Year	Large Emp.	Small Emp.	Youth	Tipped Large Emp.	Tipped Small Emp.	Tipped Youth
2020	\$14	\$13.50	\$10	\$6.40	\$6.10	\$6
2021	\$15	\$14.50	\$11	\$6.90	\$6.60	\$6.50
2022	\$15.00	\$14.50	\$11.00	\$6.90	\$6.60	\$6.50
2023	\$15.00	\$14.50	\$11.00	\$6.90	\$6.60	\$6.50
Starting July 1, 2024	\$15.00	\$14.50	\$11.00	\$6.90	\$6.60	\$6.50
2024	\$20.00	N/A	\$15.00	\$10.00	N/A	\$10.00

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CHICAGO OFFICE OF LABOR STANDARDS

WAGE THEFT

DEFINITIONS

- APPLICABLE CHICAGO MUNICIPAL CODE SECTION**—Title 5, Chapter 100, Section 500 (5-100-050)

OVERTIME AND WAGE THEFT

An Employee who works more than 80 hours in a week will be entitled to compensation at the rate of 1.5 times the Employee's regular rate of pay for hourly workers. The averaging of hours over two or more weeks is not permitted.

Failure to timely pay a worker in accordance with Chicago's Labor Laws or in accordance with any wage agreement between an employer and a worker shall have constituted wage theft.

Examples of wage theft include the below:

- Failure to pay minimum wage
- Failure to pay overtime
- Failure to pay for all hours worked
- Failure to pay the amount promised
- Failure to properly distribute all tips
- Failure to provide Paid Leave and Paid Sick Leave
- Failure to pay for all clock work
- Misclassification of employees as independent contractors

WHO IS COVERED?

Chicago's Minimum Wage Ordinance applies to all employees who perform their work duties in Chicago and works at least 80 hours within any 120-day period (this includes domestic workers, full-time & part-time workers, and remote workers working in Chicago).

ANTI-RETALIATION


It is unlawful for any employer to discriminate or retaliate against any individual who has exercised any right under Chicago's Labor Laws. This includes any individual who has filed a complaint or is participating in an investigation or proceeding under the Act, or who has sought or is seeking legal assistance.

WHAT WE DO

- Investigate complaints
- Provide outreach and education to employers
- Provide outreach and education to employees
- Enforce the law
- Monitor the law

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Processed and Responded to complaints filed via the City's 311 System

As of May 31st, 2025, the Office is on pace to receive 602 complaints in 2025 a decrease of 14% compared to 2024. The Office received a higher number of complaints in 2024 due to the implementation of new legislation; in addition, we received 115 complaints from two (2) specific employers which affected the 2024 values. If we eliminate these outliers the Office is on an upward trajectory with regard to complaints received.

Increasing Labor Standards Complaint Numbers and Expanding Mandate

	Min Wage	Paid Sick Leave	Fair WW	Anti-Ret.	Vaccine Anti-Ret	Dom Work	Wage Theft	TOTAL
2025 (through May) *	106	79	65			1	Included in MW	251
2024	233	264	190			11	Included in MW	698
2023	292	96	173	0	0	8	Included in MW	569
2022	248	142	24	4	0	2	Included in MW	420
2021	207	194	95	8	0		Included in MW	504
2020	102	585	29	12	N/A	N/A	N/A	728
2019	107	110	N/A	N/A	N/A	N/A	N/A	217
2018	19	15	N/A	N/A	N/A	N/A	N/A	34

**Please note that 2025 total only includes complaints received as of 05/31/2025.*

Investigations and Enforcement

Throughout 2024 and the first five months of 2025, the Office experienced a steady, incremental increase in the number of complaints received. The growing volume can be attributed to sustained outreach efforts and the impact of successful enforcement actions against unscrupulous employers.

By fine-tuning and utilizing a rapid response system for processing and addressing complaints, the Office was able to resolve the majority of cases received during the above-mentioned time frame. Any unresolved complaints remain under active investigation.

Enforcement highlights in 2024 include:

- In 2024, the Office opened 261 Investigations
- In 2024, the Office cited 40 employers and close to \$192k were levied in fines
- In 2024, the Office recouped \$690,315 in direct restitution to workers
- In 2024, the Office recovered 5,845 hours in Paid Leave which was added to the existing bank of workers
- In 2024, the Office mediated 8 complaints which resulted in workers accessing restitution without levying a fine against the employer in question

Evidence from other major American cities with labor standard offices, along with feedback from worker advocates, continue to suggest that high-profile recoupment of wages, combined with the Office's ongoing work in complaint-processing, education, and outreach, can create a self-reinforcing cycle. This cycle promotes increased compliance among employers, builds worker confidence in reporting potential violations and raises the overall profile of labor protections across the city. The rise in complaint volumes following the resolution of several significant cases during the reporting period indicates that this positive trend is taking hold.

To manage the increased complaint load, the Office will continue using its triage approach to prioritize incoming cases, while strategically planning new systems and processes to expand investigatory efforts with its existing staffing resources.

The Office remains committed to promoting and educating the public on new labor protections (outlined in the next section). Staff will continue to develop outreach and educational materials related to the new legislation and will strengthen its partnerships with worker centers to ensure workers have the knowledge and support necessary to file complaints and assert their rights.

Implemented Legislation

Through investigatory work, educational initiatives, and partnerships with key stakeholders, the Office continues to advance and uphold worker protections enacted by the City Council over the past year. These protections include:

- **Enhanced Minimum Wage Provisions:**
 - The Employer Size differentiation between Large (21+ employees) and Small (4-20 employees) sunset on July 1, 2024.
 - Minimum Wage increased to \$16.20 on July 1, 2024, and is projected to increase to \$16.60 this coming July 1, 2025.
 - Minimum Wage for Youth and Subsidized Transitional Employment Programs increased to \$15 on July 1, 2024, and is projected to increase to \$16.50 this coming July 1, 2025.
 - July 1, 2024, saw the elimination of the subminimum wage under the U.S. Department of Labor 14(c) waiver in the City of Chicago.
- **Tipped Wage Credit:**
 - The tipped wage credit was reduced to 32% on July 1, 2024, and is scheduled to be reduced to 24% on July 1, 2025. Tipped workers are scheduled to make the full Chicago Minimum Wage on July 1, 2028.
- **Paid Leave and Paid Sick and Safe Leave:**
 - July 1, 2024, was the implementation date for the Ordinance.
 - The Ordinance guarantees up to 80 hours of Paid Time Off (40 hours of Paid Leave-to be used for any reason of an employee's choosing and 40 hours of Paid Sick Leave)
 - Expands carryover/rollover rights for Paid Sick Leave
 - Provides for the payout of accrued and unused Paid Leave
 - Starting on July 1, 2025, allows for the usage of a "Cure period" before private right of action can be initiated with regards to Paid Leave

Implementation of Chicago's Labor Laws

- ★ **Additional Worker Protections**
 - Bodily Autonomy Employment Discrimination
 - Bodily Autonomy Worker Data Privacy
- ★ **Anti-Retaliation** (effective 5/20/2020)
- ★ **Domestic Worker Contracts** (effective 1/1/2022)
- ★ **Fair Workweek** (effective 7/1/2020)
- ★ **Minimum Wage** (effective 7/1/2015)
- ★ **Paid Sick Leave** (effective 7/1/2017 through 6/30/2024)
- ★ **Paid Leave and Paid Sick and Safe Leave** (effective 7/1/2024)
- ★ **Wage Theft** (effective 7/31/21, and amended 12/13/2023)



Academic Partnerships

The Office finds itself in the final stages of preparing a report with recommendations for a Portable Paid Leave and Paid Sick Leave Policy for Domestic Workers. The Office convened a working group that began work in September of 2024, and has met six times as a group.

In partnership with the University of Chicago-Inclusive Economy Lab, the Office, the Mayor's Office and relevant stakeholders (domestic workers, worker centers, policy organizations, worker advocates, domestic-worker employers, sister City Departments, non-Chicago municipal government entities) will submit a report to the City Council-Committee on Workforce Development before July 1, 2025.

In the upcoming year, the Office will partner with academic partners to conduct studies on the following topics:

- The Office will study the impacts of a cure-period before individuals can engage in Private Right of Action with regards to the Paid Leave provisions in the newly enacted Paid Leave and Paid Sick and Safe Leave Ordinance.
- The Office will conduct a one-year study to identify the effects of the "small-employer" exemption with regards to the payout provision of the Paid Leave and Paid Sick and Safe Leave Ordinance.
- BACP in consultation with the Department of Transportation, Department of the Environment, and other relevant City agencies, shall study and produce a report on the effects that the number of transportation network drivers have on: (1) traffic and congestion; (2) driver and pedestrian safety; and (3) the overall average compensation transportation network drivers receive per hour worked and per hour available for work, relative to driver costs. Such a report shall include, as applicable and feasible, the impacts any new City or State legislation has on actual driver compensation, traffic, congestion, and driver and pedestrian safety. The report shall include any recommendations to amend MCC Chapter 9-115 based on the results of the report.

Future Recommendations for the Office

Increase in Personnel

The volume of complaints received and investigations conducted by the Office continues to grow. To meet this increasing demand, additional personnel to support administrative pre-investigative tasks - as well as expanded legal and investigative resources - would enhance the Office's capacity to resolve complex, data-driven cases. With the number of worker protections under the Office's purview expected to increase in the next reporting period, these resources will be critical to maintaining effective enforcement and timely case resolution.

Strengthen Strategic Enforcement Initiatives

In 2024 and 2025, the Office continued its efforts to formalize partnerships with the Illinois Attorney General's Office, the Illinois Department of Labor, and the U.S. Department of Labor-Wage and Hour Division. A standardized referral process has been established with the mentioned governmental entities, and all involved parties participated in a day-long training symposium during the reporting period.

These partnerships cover a wide range of shared priorities, including the ability to share data and investigative resources to better protect vulnerable workers in Chicago.

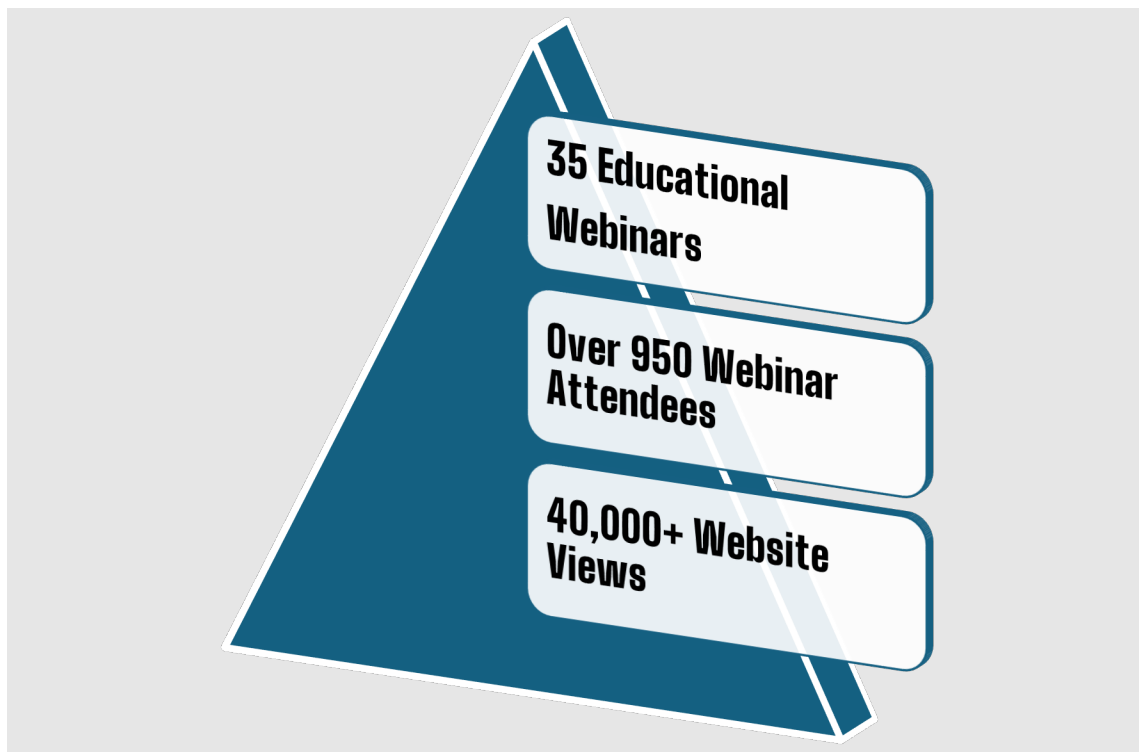


Expand Outreach and Engagement Efforts

The Office has undertaken significant outreach efforts to educate workers and businesses about newly-enacted worker protections in Chicago, answer questions, and ensure the public understands their rights and responsibilities.

The Office's website continues to serve as a vital source of information on labor standards and worker protections, receiving over 40,000 views since its launch in the summer of 2021. In an effort to improve accessibility, the site continues to undergo significant updates to better serve both workers and employers seeking guidance on Chicago's labor laws.

In March 2025, the Office renewed a \$100,000 contract with ARISE Chicago to support outreach and educational activities with a focus on reaching underserved communities and vulnerable workers. These combined efforts aim to raise awareness of existing labor protections and encourage workers to engage with the City and report potential violations.



Conclusion

The Office remains committed to advancing the vital work of protecting workers in Chicago and looks forward to continuing its role as an active and collaborative partner with all stakeholders. As the City continues to lead nationally in establishing strong labor protections - particularly for its most vulnerable workers - the Office will remain a dedicated advocate and resource in ensuring these rights are upheld.

